

THAT'S SO MAM

Official newsletter of the IAMMAM Union.



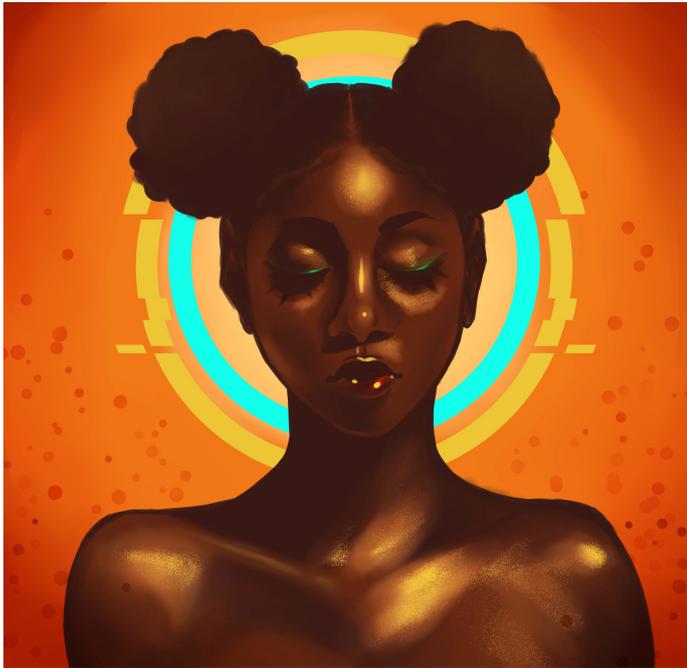
Union Updates:

On Monday, **August 24th**, all MAM staff received notice that the MAM Board, Senior Leadership Team (SLT), and Director refused to voluntarily recognize our unionization effort at MAM. This set off a lengthy process (45-90 days) that unfairly favors the employer, due to certain policies that were put in place by the National Labor Relations Board (NLRB) over the last few decades. In fact, just this past summer, the Trump-appointed NLRB Director issued regulation to further lengthen the mandated period of time between the filing for an election and the actual Union Election. This lengthy period of time favors employers because it gives the employer's anti-union campaign more time to take effect; it is used to stifle enthusiasm, and to sow discord and division between workers. This is a challenge to the solidarity of most workplaces, but not to us at MAM. Our passion is deep, and so is our care for one another. We, the workers who constitute the MAM Organizing Committee, strongly believe that anti-union tactics such as these will only serve to consolidate our unity.

One week later, on Monday, **August 31st**, we put our solidarity into action and filed for a Union Election with the NLRB. This move follows the cancellation of the meeting scheduled between the MAM Leadership and the MAM Organizing Committee. We had wanted to present the signed union cards we received, but we were deprived of that opportunity when MAM Leadership abruptly canceled our meeting the day before it was scheduled.

*"The labor movement did not diminish the strength of the nation but enlarged it. By raising the living standards of millions, labor miraculously created a market for industry and lifted the whole nation to undreamed of levels of production. Those who attack labor forget these simple truths, but history remembers them."
- Martin Luther King, Jr.*

In reaction to our filing with the NLRB, MAM hired anti-union lawyer Joseph J. Torres, from the Chicago-based law firm, Jenner & Block. We are given pause, to wonder whether an anti-union lawyer is a fair use of resources in times such as these.



Sophia Barbour, *Honey*, 2019, Digital Painting

📷 @sophiillust

Next Steps:

- Today, **September 8th**, MAM is required by law to post an official document called a Notice of Petition for Election, in conspicuous places such as break rooms, employee bulletin boards, etc. Since MAM has used email to communicate with many of us during the pandemic, we speculate that it may also be sent as an electronic notice. Be on the lookout!
- On Monday, **September 14th**, MAM's Statement of Position is due. This document outlines MAM's proposed bargaining unit. We'll report on this more in next week's newsletter.

Did You Know?

In MAM's "Unionization FAQ" there is a lot of talk about the "uncertainty" of the unionization process.

When MAM asks itself, "Can the union guarantee a living wage?" -- it replies, "There is no guarantee what may result from the collective bargaining process." But we would like to point out, on the contrary, that only in unionization is it guaranteed that your voice will be heard.

Take note of the fact that since we made our campaign public, the central focus of every single All Staff meeting has been the workers and our concerns. The unionization process has been carved into law by the toil and perseverance of workers fighting for equality and dignity, and the Labor Movement has a history reaching back over a century in our country. That's Union Strong.

Solidarity Forever.

Did you realize that the people writing the MAM Unionization FAQ have likely never been personally involved with unions themselves?

How can someone accurately field questions on a topic that they have no direct experience with?

Questions? Concerns?
Want to have your art featured?

Email our organizer, at annewiberg@gmail.com
or find us on social media [@iammam_union](https://www.instagram.com/iammam_union)